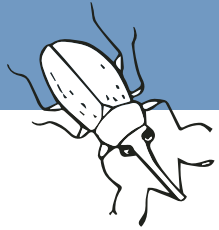


THE ENTOMOLOGY DEPARTMENT UPHOLDS THE FOLLOWING VALUES



Everyone has the right to work in a safe environment free from discrimination, harassment, bullying, and violence. These are the standards which we expect everyone in the department to uphold, including faculty, staff, students, affiliates, and visitors.



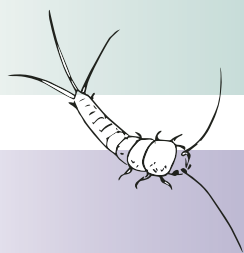
Respect

We treat all individuals with respect and uphold our departmental values in all of our interactions



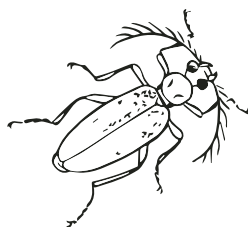
Collaboration

We aim to create an environment where there are no barriers to interactions, collaborations, and sharing resources and knowledge



Integrity

We strive to conduct fair, ethical research and hold ourselves to the highest standard of academic honesty in all aspects of our work



Community

We strive to cultivate a community where everyone feels welcome and supported in the work they do



Enthusiasm

We share a collective enthusiasm for the science of entomology



Inclusion

The Department of Entomology is a space for everyone, including those who are traditionally underrepresented in entomology and other STEM fields, and we strive to make our department welcoming for all



The Department of Entomology **does not** tolerate the following behaviors:

**Discrimination | Harassment | Hostile and intimidating behavior
Microaggressions | Retaliation | Academic and research misconduct**

If you experience or witness any of the above behaviors, they can be reported to your supervisor, the Student Services Coordinator (if you are a student) or the Entomology Department Chair. The people in these roles will help direct you to the most appropriate offices and resources. If you are not comfortable speaking with the people in these roles, or if you feel that your report was not handled appropriately, you can reach out directly to specific campus offices listed at the Code of Conduct department for reporting, guidance, and resources.

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Discrimination

Conduct that adversely affects any aspect of an individual's employment, education, or participation in an institution's programs, or has the effect of denying equal privileges or treatment on the basis of that individual's protected status including race, color, creed, religion, age, sex, sexual orientation, gender identity or expression, national origin, ancestry, disability, pregnancy, marital or parental status, or physical condition.



Hostile & Intimidating Behavior

Unwelcome behavior, pervasive or severe enough that a reasonable person would find it hostile and/or intimidating, that makes conditions for work inhospitable, and undermines a person's ability to carry out their responsibilities to the university.

Harassment

Any form of discrimination on the basis of actual or perceived protected status that is sufficiently severe enough to create a working, learning, or living environment that a reasonable person would find intimidating, offensive, or hostile.



Academic & Research Misconduct

All work should be conducted according to the highest standards of academic and research integrity. Policies are clearly outlined by the Office of Student Conduct and Community Standards, and should be upheld in all research and educational efforts

Microaggressions

Verbal, behavioral, or environmental slights that occur in brief instances on a daily basis and communicate hostile, derogatory, or negative worldviews toward marginalized groups.



Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature is harassment.

Retaliation

Adverse action taken against an individual in response to, motivated by or in connection with a complaint of discrimination.



What to do if you experience these behaviors:

If you experience or witness any of the above behaviors, they can be reported to your supervisor, the Student Services Coordinator (if you are a student) or the Entomology Department Chair. The people in these roles will help direct you to the most appropriate offices and resources. If you are not comfortable speaking with the people in these roles, or if you feel that your report was not handled appropriately, you can reach out directly to specific campus offices listed at the end of this document for reporting, guidance, and resources.

